

## Restructuring Naval Education

By JO2 Jd Walter, NPDC, Public Affairs Office

The Navy recently created the Naval Personnel Development Command (NPDC) to standardize and integrate the training processes and technology of its Learning Centers. NPDC evolved from the Task Force for Excellence through Commitment to Education and Learning (EXCEL) and its efforts to institutionalize the precepts of the Navy's Revolution in Training.

Currently, there are plans for 15 functional Learning Centers under NPDC with each being directly responsible for the end-to-end development of learning tools and opportunities within a given occupational arena. By providing the formal connection between the Fleet and individual training, the Learning Centers will facilitate a relationship with Fleet representatives to identify human performance deficiencies, build and deliver solutions, and evaluate results.

The Learning Centers comprise the core of the new organization. The centers will utilize the Sailor Continuum and Human Performance Systems Model to develop professional continuums and serve as the knowledge managers for all occupational fields and mission areas. Additionally, centers for leadership and professional development will be established to ensure the *whole person development* of Sailors. The Center for Naval Leadership in Norfolk, Va.; Center for Naval Intelligence at Dam Neck, Va.; and Centers for Naval Aviation Technical Training and Cryptology in Pensacola, Fla., all stood up on a provisional basis in September 2002. The remaining centers will be provisionally stood up in the near future. They will assume responsibility for the operations and functions of their core areas. Each center will have a Commanding Officer and the final organizational construct and manning will be determined billet by billet to best support mission needs.

So, just as the Navy's Revolution in Training steers toward the complete development of Sailors, it is likewise piloting the improvements to the Navy's training organization, giving both Sailors and the Navy the tools to learn, grow, lead and excel. To learn more about this revolutionary structure, visit Navy Knowledge Online, at <https://www.nko.navy.mil>

## Navy Knowledge Management Portal

Navy education and training created a new way for Sailors to manage their careers via the Internet. Navy Knowledge Online (NKO), the knowledge management portal, gives Sailors instant access to all training and educational information related to their occupational field.

Knowledge management is the gathering of organizational processes, systems, methodologies, visions and resources into a centralized location. For Sailors, the knowledge management portal will identify career paths, milestones, and educational tools and opportunities. For the Navy, this will result in greater operational efficiency and eliminate organizational redundancies. To develop the portal, the Navy teamed with Appian, a provider of large-scale software solutions. "We wanted to provide every Sailor with a personalized gateway to the Navy's knowledge base for all professional and personal development," said Rear Adm. Kevin Moran, Commander Naval Personnel Development Command/Director, Task Force for Excellence through Commitment to Education and Learning. "We selected Appian based on their track record."

The faceplate of the portal will be individualized Web pages that Sailors can customize. This portable Web page will be assigned to Sailors during boot camp and will remain accessible throughout their Navy careers. The portal will give Sailors access to the most relevant and up-to-date career information as easy as point, click, and learn. To visit NKO go to <https://www.nko.navy.mil>. To learn more about the development of the knowledge management portal, visit [www.excel.navy.mil](http://www.excel.navy.mil).

## Surface Combat Operations New Home

By George Dunn, CSCS, Public Affairs

The Navy's surface combat systems community has a new home, courtesy of the Revolution in Training. The Center for Surface Combat Systems (CSCS) has been established in Dahlgren, Va., and will be responsible for training the commissioned and enlisted personnel who operate, maintain, and employ the various combat systems found on the Navy's surface warships.

Initially, CSCS is being staffed by Aegis Training and Readiness Center (ATRC) headquarters personnel, also located in Dahlgren, and key surface combat systems training activities' personnel from around the Fleet. Capt. Paul Stanton, ATRC commanding officer, will be dual-hatted as CSCS commanding officer. ATRC, which trains Navy personnel in the operation, maintenance, and employment of the Aegis Combat System found aboard the Navy's fleet of Aegis cruisers and destroyers, will be realigned and come under the auspices of the new command. Naval Sea Systems Command has overseen ATRC since its establishment in 1985.

"ATRC has had tremendous success in training the Navy's Aegis Combat Systems personnel," said Commander, Naval Personnel Development Command, Rear Adm. Kevin Moran. "Their approach to, and experience with waterfront training, acquisition support, and weapons systems interoperability training provides a great model for future successes of the Center. By leveraging the Aegis training model, the Center is poised to create a more dynamic training environment for other surface combat systems personnel, and will play an important role in developing the CNO's vision to revolutionize Navy training."

In addition to Aegis Fire Control Technician training and Aegis officer pipeline training, CSCS will train the Sonar Technician, Torpedoman, Gunner's Mate, Operations Specialist, Fire Control Technician, Electronics Technician and Mineman ratings. For additional information on CSCS and the Revolution in Training visit <https://www.nko.navy.mil>

***"The vision of the Revolution in Training is to increase Sailor proficiencies by providing the best training in the most efficient manner possible." Chief of Naval Operations, Adm. Vern Clark said, "What we have now is a structure that advocates excellence not only in the individual, but also excellence in the management of training and education."***